



Office of Labor Standards ♦ Seattle Office for Civil Rights

# JULY 2015 MONTHLY DASHBOARD

## Seattle Labor Standards

- Paid Sick and Safe Time (PSST) 09/01/2012
- Job Assistance Ordinance (JAO) 11/01/2013
- Wage Theft (WT) 04/01/2013
- Subset of Wage Theft Minimum Wage Ordinance (MWO) 04/01/2013

### A. Employer Technical Assistance

	July 2015	Year to Date	Since Implementation
PSST	43	327	2921
JAO	2	28	161
WT	31	696	789
<i>MWO</i>	24	634	726
<b>Total</b>	<b>76</b>	<b>1,051</b>	<b>3871</b>

### B. Employee Intake

	July	Year to Date	Since Implementation
PSST	18	149	768
Investigation	-	-	-
Info Provided	-	-	-
Referral	-	-	-
Insufficient Info	-	-	-
No Jurisdiction	-	-	-
JAO	3	15	72
Investigation	-	-	-
Info Provided	-	-	-
Referral	-	-	-
Insufficient Info	-	-	-
No Jurisdiction	-	-	-
WT	24	100	100
Investigation	3	-	-
Info Provided	10	-	-
Referral	4	-	-
Insufficient Info	6	-	-
No jurisdiction	1	-	-
<i>MWO</i>	24	93	93
<b>Total</b>	<b>45</b>	<b>264</b>	<b>940</b>

### C. Investigations - NEW

	July 2015	Year to Date	Since Implementation
PSST	6	33	86
JAO	2	20	53
WT	10	37	37
<i>MWO</i>	8	33	33
<b>Total</b>	<b>18</b>	<b>90</b>	<b>176</b>

### D. Investigations – CLOSED\*

	July	Year to Date	Since Implementation
PSST	6	26	63
Dismissal	-	3	8
Settlement	4	13	33
No Violation	2	8	15
Violation	-	2	7
JAO	2	29	51
Dismissal	1	2	5
Settlement	1	20	34
No Violation	-	4	6
Violation	-	3	6
WT	1	1	1
Dismissal	-	-	-
Settlement	1	1	1
No Violation	-	-	-
Violation	-	-	-
<i>MWO</i>	1	1	1
Dismissal	-	-	-
Settlement	1	1	1
No Violation	-	-	-
Violation	-	-	-
<b>Total</b>	<b>9</b>	<b>56</b>	<b>115</b>

### E. Investigations – OPEN

	Currently (as of July 31, 2015)
PSST	23
JAO	2
WT	36
<i>MWO</i>	33
<b>Total</b>	<b>61</b>

#### F. Average # Days to Resolve Investigation

	July 2015	Year to Date	Since Implementation
PSST	175	150	139
JAO	69	82	95
WT	57	57	57
<i>MWO</i>	57	57	57
<b>Total</b>	<b>138</b>	<b>113</b>	<b>115</b>

#### G. Remedies

	July	Year to Date	Since Implementation
PSST	<b>\$1,065</b>	<b>\$4,831.92</b>	<b>\$30,930.63</b>
\$ Employee Remedy	-	\$4,831.92	\$30,930.63
Civil Penalties	-	\$125	\$250
% Collected	-	-	-
JAO	-	<b>\$750</b>	<b>\$19,250</b>
\$ Employee Remedy	-	\$750	\$19,250
Civil Penalties	-	-	-
% Collected	-	-	-
WT	<b>\$1,928.12</b>	<b>\$1,928.12</b>	<b>\$1,928.12</b>
\$ Employee Remedy	1,928.12	1,928.12	1,928.12
Civil Penalties	-	-	-
% Collected	-	-	-
<i>MWO</i>	<b>\$1,928.12</b>	<b>\$1,928.12</b>	<b>\$1,928.12</b>
\$ Employee Remedy	1,928.12	1,928.12	1,928.12
Civil Penalties	-	-	-
% Collected	-	-	-
<b>Total</b>	<b>\$2,993.12</b>	<b>\$7,510.04</b>	<b>\$52,108.75</b>

#### H. Number of Employees Receiving Remedies

	July	Year to Date	Since Implementation
PSST	<b>2</b>	<b>7</b>	<b>119</b>
JAO	-	<b>1</b>	<b>3</b>
WT	<b>35</b>	<b>35</b>	<b>35</b>
<i>MWO</i>	35	35	35
<b>Total</b>	<b>37</b>	<b>43</b>	<b>157</b>

#### I. Compliance Reviews

\*Compliance reviews monitor an employer's labor standards compliance after a settlement/final order.

	July 2015	Year to Date	Since Implementation
PSST	9	-	-
JAO	1	-	-
WT	-	-	-
<i>MWO</i>	-	-	-
<b>Total</b>	<b>10</b>	<b>-</b>	<b>-</b>

*\*Separate Private Settlement*

*PSST - \$16,000*

*JAO - \$750*

*\*Compliance Letters - For initial implementation of MWO, the primary enforcement method is a "Compliance Letter" that initiates a full investigation, secures a full remedy if there is a violation, but does not impose penalties. OLS will file a formal charge only if the alleged violation is egregious (e.g. retaliation, repeat violations, failure to pay hours worked off the clock).*

*\*Advisory Letters - For initial implementation of PSST and JAO, the primary enforcement method was an "Advisory Letter" that informally resolved complaints. By January 2015, when SOCR discontinued this method, the office had resolved 196 PSST and 11 JAO Advisory Letters.*